## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## **HQ/SOCR** (and below)

For 4th Quarter 2021 for period ending September 30, 2021

				Col	mpa	arative	Data	l
<b>Complaint Activity</b>		Previ	ous Fi	scal `	Yea	r Data		2021Thru09-30
	20	16 20	17 2	018	20	)19 2	020	20211nru09-30
Number of Complaints Filed	18	30 1	75	216	2	03	130	121
Number of Complainants	17	79 1	70	213	1	91 1	130	121
Repeat Filers	]	L .	5	3	]	12	0	0
Campleints by Davis				(	Com	parati	ve Da	nta
Complaints by Basis		Pı	eviou	s Fis	cal	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The su of the bases may not equal tot complaints filed.	ım	2016	201′	7 20	)18	2019	202	2021Thru09-30
Race		61	55	2	18	38	39	29
Color		19	23	]	19	21	18	5
Religion		7	14		9	16	4	4
Reprisal		74	88	ç	95	93	61	62
Sex		70	58	8	34	67	48	39
PDA		6	2		7	4	1	4

National Origin	25	38	33	35	17	19
Equal Pay Act	0	1	0	0	0	0
Age	45	40	41	48	25	26
Disability	59	61	71	64	47	52
Genetics	1	1	2	2	2	1
Non-EEO	5	9	9	6	6	5
			Com	parati	ve Data	a
Complaints by Issue	Pr	evious	Fiscal	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru09-30
Appointment/Hire	25	9	14	16	10	9
Assignment of Duties	18	26	28	21	18	13
Awards	1	5	5	2	3	4
Conversion to Full Time/Perm Status	0	1	1	0	0	0
Disciplinary Action						
Demotion	1	0	2	0	0	1
Reprimand	13	8	13	6	5	4
Suspension	6	1	9	3	2	4
Removal	2	2	1	4	1	4
Other	0	11	12	8	2	0
Duty Hours	0	1	2	0	1	2
Perf. Eval./ Appraisal	35	32	50	31	16	42
Examination/Test	1	1	2	1	1	0
Harassment						
Non-Sexual	69	101	115	88	58	126

Sexual		3	6		6	3	3	0
Medical Examination		3	0	:	5	4	4	1
Pay including overtime		1	10		6	5	6	0
Promotion/Non-Selection		24	25	2	25	26	26	47
Reassignment								
Denied		1	4	9	9	0	6	1
Directed		0	7	1	10	10	7	18
Reasonable Accommodat Disability	ion	12	12	1	18	18	8	23
Reinstatement		0	0	(	0	0	0	0
Religious Accommodation	n	0	2	(	0	0	0	0
Retirement		2	1	(	0	0	0	2
Sex-Stereotyping		0	0	(	0	0	0	0
Telework		7	6	:	8	1	9	3
Termination		18	21	1	16	21	4	31
Terms/Conditions of Emp	loyment	24	27	5	57	51	15	18
Time and Attendance		13	13	1	18	17	10	4
Training		9	12	1	10	5	2	5
Other								
			C	omj	par	ative	Data	
<b>Processing Time</b>		Previou	ıs Fisca	al Y	ear	Data		2021Thru09-30
	2016	2017	201	8	2	019	2020	20211mu07-30
Complaints pending during	g fiscal y	ear	4					
Average number of days in investigation	189.68	206.9	230.	.55	25	1.16	248.85	255.86
Average number of days in final action	60.15	51.27	63.1	11	59	9.09	54.36	57.09

Complaint pending during fiscal year where hearing was requested															
Average number of days in investigation	205	.34	215	5.60	2	28.90	2	69.86	20	60.36	2	74.94			
Average number of days in final action	59.2	24	39	.68	2	16.54	2	12.45	4	-3.23		65.66			
Complaint pending during	g fisca	ıl ye	ear w	here	he	aring	was	s not re	equ	ested					
Average number of days in investigation	169	.84	199	9.03	2	32.53	2	37.88	23	38.80		37.71			
Average number of days in final action	61.	1.41 56.48 63.11 70.24 60.96									5	51.24			
	Comparative Data														
Complaints Dismissed Agency	Previous Fiscal Year Data 2021Thru09-3														
rigoney		2	2016	20	)17	201	8	2019	2	2020	2021 Ini u0>-30				
Total Complaints Dismiss Agency	ed by		17	3	31	31		47		21		25			
Average days pending pridismissal	or to	6	51.35	3	37	54.0	)6	60.43	6	51.81	65	5.48			
Con	nplai	nts	With	dra	wn	by C	om	plaina	nts	3					
Total Complaints Withdra by Complainants	wn		16	1	17	15		22		14		13			
						Com	par	ative	Dat	ta					
<b>Total Final Agency</b>			Prev	iou	s Fi	iscal Y	Yea	r Data	a		20217	Γhru09-30			
A stions Finding		2016 2017 2018 2019 2020													
Actions Finding Discrimination	20	16	20	17	2	2018	2	2019	2	2020					
O	<b>20</b>	16 %	#	17 %	#	% %	#	2019 %	#	2020 %	#	%			
O			-								# 2	%			
Discrimination	# 1		#		#		#		#		2	<b>%</b>			

Findings of Discrimination Rendered												
by Basis		P	rev	ious	Fis	scal Y	ear	Dat	a		2021	Thru09-30
Note: Complaints can be	2	2016	2	017	2	2018	2	019	2	020		
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	1		0		2		3		3		0	
Race	0	0	0	0	0	0	1	33	0	0	0	0
Color	0	0	0	0	0	0	1	33	0	0	0	0
Religion	0	0	0	0	0	0	0	0	1	33	0	0
Reprisal	1	100	0	0	2	100	0	0	1	33	0	0
Sex	0	0	0	0	0	0	0	0	1	33	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	33	1	33	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	2	67	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0

National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		0		2		3		3		0	
Race	0	0	0	0	0	0	1	33	0	0	0	0
Color	0	0	0	0	0	0	1	33	0	0	0	0
Religion	0	0	0	0	0	0	0	0	1	33	0	0
Reprisal	1	100	0	0	2	100	0	0	1	33	0	0
Sex	0	0	0	0	0	0	0	0	1	33	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	33	1	33	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	2	67	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					(	Comp	ara	tive	Dat	a		
Findings of Discrimination Rendered		P	rev	ious	Fis	cal Y	ear	Data	a		2021'	Thru09-30
by Issue	2	016	20	017	2	018	20	019	20	020		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		2		3		3		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0

Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	1	100	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	1	33	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	1	33	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	2	100	1	33	1	33	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	2	67	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0

Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	33	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	33	1	33	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Findings After Hearing	0		0		0		0		0			
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0

Pay including overtime 0											_		
Promotion/Non-Selection 0	Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Denied	Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Denied	Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Directed	Reassignment												
Reasonable Accommodation Disability 0	Denied	0	0	0	0	0	0	0	0	0	0	0	0
Accommodation Disability 0 <td>Directed</td> <td>0</td>	Directed	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation 0		0	0	0	0	0	0	0	0	0	0	0	0
Retirement 0	Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping 0	Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Telework	Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination 0 <th< td=""><td>Sex-Stereotyping</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>	Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment 0 <th< td=""><td>Telework</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>	Telework	0	0	0	0	0	0	0	0	0	0	0	0
Employment	Termination	0	0	0	0	0	0	0	0	0	0	0	0
Training 0<		0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing 1 0 2 3 3 0   Appointment/Hire 0	Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing 1 0 2 3 3 0   Appointment/Hire 0	Training	0	0	0	0	0	0	0	0	0	0	0	0
Hearing 1 0 2 3 3 0   Appointment/Hire 0	Other - User Define												
Hearing 1 0 2 3 3 0   Appointment/Hire 0													
Assignment of Duties 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	9	1		0		2		3		3		0	
Awards 1 100 0<	Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status 0	Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Time/Perm Status	Awards	1	100	0	0	0	0	0	0	0	0	0	0
Disciplinary Action		0	0	0	0	0	0	0	0	0	0	0	0
<b>.</b> ✓	Disciplinary Action												

Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	1	33	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	1	33	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	2	100	1	33	1	33	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	2	67	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	33	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	33	1	33	0	0

Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
						Co	mĮ	parati	ive	Data	a	
Pending Complaints File Previous Fiscal Years by			P	revi	ious	Fisca	l Y	ear E	ata	a	2021	Fhru09-30
			2010	5 2	017	2018	8	2019	2	020		
Total complaints from previ Fiscal Years	ous		237	1	137	153		156		130		184
Total Complainants			237	]	132	148		153		124		121
Number complaints pendi	ng											
Investigation			71		3	5		1		8		53
ROI issued, pending Complainant's action			0		0	0		1		2		0
Hearing			134	1	133	134	-	150	1	100		110
Final Agency Action			20		2	16		3		21		11
Appeal with EEOC Office Federal Operations	ice o	of	9		11	12		14		16		19
		$\top$				Co	mp	parati	ive	Data	a	
Complaint Investigation	ons	Previous Fiscal Year Data 2021Thru09-3										Thru09-30
			2010	5 2	017	2018	8	2019	2	020		
Pending Complaints Where Investigations Exceed Requ Time Frames	ired		2		5	1		5		9		7